

2022-2027 Memorandum of Agreement
Local 300, SEIU and the City of New York

1. **Term:** 5 years, 1 month, 23 days (61 months, 23 days)
February 23, 2022 - April 14, 2027

2. **General Wage Increases**

<u>Effective Date</u>	<u>General Wage Increases</u>
a. February 23, 2022	3.00%
b. February 23, 2023	3.00% compounded
c. February 23, 2024	3.00% compounded
d. February 23, 2025	3.00% compounded
e. February 23, 2026	3.25% compounded

3. **Additions to Gross**

Effective February 23, 2026, the general increase provided for in Section 2. e. shall be applied to "additions to gross." "Additions to gross" shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowance, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

4. **Ratification Bonus**

A lump sum cash payment in the amount of \$3,000, pro-rated for other than full time employees, shall be payable as soon as practicable upon ratification of this *2022-2027 Local 300, SEIU* ("2022-2027 Local 300 MOA") to those employees who are in active payroll status and in a title covered by this 2022-2027 Local 300 MOA , as of the date of ratification. Active payroll status is defined as being in active payroll status ("B Status"), military leave with pay ("K status"), or on paid family leave. The lump sum cash payment shall be pensionable, consistent with applicable law.

All full time per annum and full time per diem employees who were in active status on the date of the ratification are entitled to receive the lump sum cash payment of \$3,000. Employees who were terminated for cause, resigned, retired, or otherwise separated from

service prior to the date of ratification of this 2022-2027 Local 300 MOA shall not be eligible for the lump sum cash payment.

In no event shall any employee receive greater than \$3,000 in bonus payments pursuant to this section.

5. Conditions of Payment

- a. The lump sum cash payment pursuant to Section 4 of this 2022-2027 Local 300 MOA shall be payable as soon as practicable upon ratification of this 2022-2027 Local 300 MOA.
- b. The general wage increases pursuant to Section 2.a. and 2.b. of this 2022-2027 Local 300 MOA shall be payable as soon as practicable upon ratification of this 2022-2027 Local 300 MOA.
- c. The general wage increases pursuant to Section 2.c., 2.d. and 2.e. of this 2022-2027 Local 300 MOA shall be payable as soon as practicable following the effective dates of such increases.

6. Welfare Fund

Effective February 23, 2027, there shall be a recurring \$100 per annum per employee (active and retiree) increase to the welfare fund contribution.

7. Annuity Fund

- a. Effective February 23, 2027, Article III, Section 12 a. and b. of the Assistant Buyers Agreement shall be amended to include an additional annuity contribution on behalf of each employee for all titles in the collective bargaining unit, in the amount of Three Hundred Seventeen Dollars (\$317) per annum for a new total amount not to exceed Three Thousand, Thirty-Five Dollars (\$3,035) per annum.

This section 7 a. is not applicable to the titles Administrative Procurement Analyst (Non-Managerial) and Administrative Quality Assurance Specialist (Non-Managerial).

- b. Effective February 23, 2027, Article III, Section 12 of the Assistant Buyers Agreement shall be amended to include an additional annuity contribution on behalf of the Administrative Procurement Analyst (Non-Managerial) and Administrative Quality Assurance Specialist (Non-Managerial) titles, in the amount of Three Hundred Seventeen Dollars (\$317) per annum for a new total amount not to exceed One Thousand, Four Hundred, Eighty-Seven Dollars (\$1,487) per annum.

- c. These Section 7 a. and 7 b. annuity fund payments shall be incorporated into a separate supplemental agreement and paid consistent with the terms of the September 17, 2020 annuity fund agreement.

8. Assignment Differential

- a. Effective February 23, 2024, the assignment differential for the regular performance of more difficult and responsible duties at OCME and NYC H+H, including assisting a Pathologist with the physically arduous procedures of the autopsy, shall be increased by One Thousand, Three Hundred, Forty-Four Dollars (\$1,344) per-annum, for a new total of One-Thousand, Nine Hundred, Twenty-Four Dollars (\$1,924) per-annum, applicable only to the OCME Forensic Mortuary Technician (FMT) Level I and Level II and the NYC H+H Senior Mortuary Technician.

This differential shall be paid consistent with the terms of Article III, Section 8 of the *2009-2011 Assistant Buyers, et al. Agreement*.

- b. Effective February 23, 2026, the differential in this Section 8 a. shall be increased consistent with the terms of Section 3 of this 2022-2027 Local 300 MOA.
- c. Effective February 23, 2024, an assignment differential in the pro-rated annual amount of Two Hundred, Forty-Four Dollars (\$244) shall be paid to the OCME Forensic Mortuary Technician (FMT) Level I and Level II who are regularly assigned to perform fingerprinting duties. Article III, Section 8 of the Assistant Buyers, et al Agreement shall be amended to include this provision.
- d. Effective February 23, 2026, the differential in this Section 8 c. shall be increased consistent with the terms of Section 3 of this 2022-2027 Local 300 MOA.

9. Work Flexibility Committee

The parties agree to a remote work pilot consistent with the terms of the District Council 37 Remote Work Pilot dated May 31, 2023. The parties further agree to continue to discuss work flexibility measures to enhance the recruitment and retention of City employees and employee morale, including but not limited to compressed schedules and flexible scheduling.

10. Prohibition of Further Economic Demands

No Party to this agreement shall make additional economic or non-economic demands during the term of this 2022-2027 Local 300 MOA.

11. Payroll

Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, the Department of Education, and the New York City Housing Authority who receive paychecks via direct deposit shall be opted out of receiving paper pay stubs. Employees may choose to opt-in and receive paper stubs via NYCAPS Employee Self-Service or the appropriate method at employers not on NYCAPS.

12. Continuation of Terms

The terms of the predecessor collective bargaining agreement, MOA, and related agreements shall be continued except as modified pursuant to this 2022-2027 Local 300 MOA.

13. Approval of Agreement

This 2022-2027 Local 300 MOA is subject to union ratification.

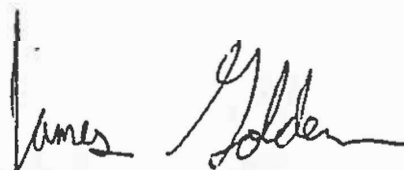
FOR THE CITY OF NEW YORK

BY:



RENEE CAMPION
Commissioner of Labor Relations

BY:



JAMES GOLDEN
President

Dated: September 15, 2023